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S/S

UNITED STATES CIVIL SERVICE COMMISSION

FEDERAL PERSONNEL MANUAL SYSTEM

LETTER

FPM LETTER NO. (530-179)

Washington, D.C. 20416

October 29, 1973

Supersedes FPM Letter 530-178

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges Established Under 5 U.S.C. 5303, Based on Annual Review

Heads of Departments and Independent Establishments:

1. FPM Letter No. 530-178, dated October 26, 1973, implemented the Commission's decision to provide the General Schedule pay increase to employees covered by special salary rates. That letter also advised agencies that because we had not completed the annual review almost all special schedules would be adjusted downward to the same relative dollar amounts that were in effect before the general pay increase. The purpose of this FPM Letter is to make those adjustments in the schedules and the new special rates are shown in attachment 1 to this letter.
2. The special rates for those occupations and locations as shown in attachment 1 will continue in effect until completion of the annual review. On the basis of review findings, the special schedules may be adjusted further as warranted by the facts.
3. No employee is to suffer any loss in pay because of the special schedule adjustments required by this FPM Letter. Attachment 3 contains the instructions for converting the pay of employees on the rolls to the new special or regular pay ranges as appropriate. It should be noted that there is no change in the special schedules for Medical Officer and Veterinarian. All other schedules have been adjusted.

Bernard Rosen

Bernard Rosen
Executive Director

Attachments

REQUIREMENTS: Leave and Special Pay Policy Section, Bureau of Policies and Standards, Code 101, Ext. 25604 or 63-25604

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
 - a. Specific occupational series coverage by series code and title;
 - b. The geographic coverage; *
 - c. Grade or grade levels covered;
 - d. The special minimum rate, identified as "1st Step Rate";
 - e. The special maximum rate, identified as "10th Step Rate" for General Schedule occupations;
 - f. The amount of the within-grade increase;
 - g. The effective date which will be the first day of the pay period that starts on or after the date shown.
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Veterinarian, GS-701-9, situation is used:

(The special minimum (i.e., 1st step rate) is \$13,791, the special maximum (i.e., 10th step rate) is \$17,445, and the amount of the within-grade increase is \$406 a year.)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
\$13,791	\$14,197	\$14,603	\$15,009	\$15,415	\$15,821	\$16,227	\$16,633	\$17,039	\$17,445

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables, the full range of authorized rate is readily identified.

* Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

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GS-000 Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-081 Firefighter (General) Firefighter (Structural) Firefighter (Airfield) Table No. 001	Naval Training Center, Great Lakes, Illinois and Federal installations within a 22-mile radius of the Center	GS-3	\$6,622	\$8,548	\$ 214	10-28-73
GS-081 Fire Protection and Prevention Series Table No. 011	Clear Air Force Base, Alaska	GS-3 GS-4 GS-5	7,692 8,158 8,591	9,618 10,318 11,003	214 240 268	10-28-73
GS-083 Police Series Table No. 008	Washington, D.C., SMSA, including District of Columbia Children's Center, Laurel, Maryland and Quantico Marine Base	GS-4	7,678	9,838	240	10-28-73
GS-301 Police Cadet Table No. 150	GS-300 General Administrative, Clerical, and Office-Services Group District of Columbia Metropolitan Police Department	GS-2	5,871	7,572	189	10-28-73
GS-343 GAO Management Auditor Table No. 257	Worldwide	GS-7	10,633	13,621	332	10-28-73
GS-359 Electric Accounting Machine Operating Series, Grade 4 Only Table No. 154	Juneau Election District, Alaska	GS-4	7,438	9,598	240	10-28-73
GS-510 GAO Auditor Table No. 257	GS-500 Accounting and Budget Group Worldwide	GS-7	10,633	13,621	332	10-28-73
GS-510 Accounting Series GS-512 Internal Revenue Table No. 258	Worldwide	GS-5 GS-7	9,663 10,633	12,075 13,621	268 332	10-28-73

Attachment 1 to FPM Letter 530-179 (2)

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GS-600 Medical, Hospital, Dental and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-602 Medical Officer Series Table No. 290	Worldwide *Note: Maximum rate may not exceed \$36,000 a year.	GS-11	\$19,072	\$23,473	\$ 489	10-1-73
		GS-12	22,744	27,991	583	
		GS-13	26,189	32,390	689	
		GS-14	28,287	35,559	808	
		GS-15	30,147	38,625*	942	
GS-610 Nurse Series Table No. 306	Galveston, Texas	GS-4	8,158	10,318	240	10-28-73
		GS-5	8,591	11,003	268	
GS-610 Nurse Series Table No. 303	San Francisco, California and 35-mile radius extended to include Travis Air Force Base	GS-4	8,398	10,558	240	10-28-73
		GS-5	8,859	11,271	268	
		GS-6	9,276	11,967	299	
GS-610 Nurse Series Table No. 292	Baltimore, Maryland Standard Metropolitan Statistical Area	GS-4	8,398	10,558	240	10-28-73
		GS-5	8,859	11,271	268	
		GS-6	9,276	11,967	299	
GS-610 Nurse Series Table No. 305	Boston, Massachusetts Standard Metropolitan Statistical Area	GS-4	8,158	10,318	240	10-28-73
		GS-5	8,591	11,003	268	
GS-610 Nurse Series Table No. 304	Washington, D.C. Standard Metropolitan Statistical Area including the D.C. Government's Children's Center, Laurel, Maryland and the U.S. Marine Corps Base, Quantico, Virginia	GS-4	8,398	10,558	240	10-28-73
		GS-5	8,859	11,271	268	
GS-610 Nurse Series GS-615 Public Health Nurse Series Table No. 296	New York City, New York	GS-4	8,398	10,558	240	10-28-73
		GS-5	9,395	11,807	268	
		GS-6	9,874	12,565	299	
		GS-7	10,301	13,289	332	

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Attachment 1 to FPM Letter 530-179 (3)

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GS-600 Medical, Hospital, Dental, and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-621 Licensed Practical Nurse Table No. 334	New York, New York SMSA Nassau-Suffolk, New York SMSA	GS-3 GS-4	\$7,264 7,678	\$9,190 9,838	\$ 214 240	10-28-73
GS-621 Licensed Practical Nurse Table No. 337	Cook County, Illinois (Including the city of Chicago)	GS-3	6,622	8,548	214	10-28-73
GS-621 Licensed Practical Nurse Table No. 342	West Haven, Connecticut	GS-3	6,622	8,548	214 240	10-28-73
GS-621 Licensed Practical Nurse Table No. 343	Boston, Massachusetts SMSA	GS-3 GS-4	7,050 7,678	8,976 9,838	214 240	10-28-73
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 308	Washington, D.C. SMSA	GS-5	8,859	11,271	268 299	10-28-73
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 310	New York City and Suffolk County New York	GS-6 GS-7	10,173 10,633	12,864 13,621	299 332	10-28-73
GS-644 Medical Technologist Series Table No. 318	Washington, D.C. SMSA	GS-5	8,323	10,735	268	10-28-73

Attachment 1 to FPM Letter 530-179 (4)

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GS-600 Medical, Hospital, Dental, and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-644 Medical Technologist Series Table No. 316	Ann Arbor, Michigan Standard Metropolitan Statistical Area	GS-5	\$8,859	\$11,271	\$268	10-28-73
GS-644 Medical Technologist Series Table No. 314	Milwaukee (Wood), Wisconsin	GS-5	9,127	11,539	268	10-28-73
GS-644 Medical Technologist Series Table No. 313	State of California	GS-5	8,859	11,271	268	10-28-73
GS-644 Medical Technologist Series Table No. 348	Indianapolis, Indiana	GS-5	8,859	11,271	268	10-28-73
GS-644 Medical Technologist Series Table No. 331	New York City, New York (includes Bronx, Kings, New York, Queens and Richmond Counties)	GS-5	8,591	11,003	268	10-28-73
GS-647 Medical Radiology Technician Series Table No. 320	New York City, New York	GS-4 GS-5 GS-6 GS-7	8,638 9,127 9,575 10,301	10,798 11,539 12,266 13,289	240 268 299 332	10-28-73
GS-647 Medical Radiology Technician Series Table No. 340	Los Angeles - Long Beach California SMSA (includes all of Los Angeles County)	GS-4 GS-5	8,158 8,323	10,318 10,735	240 268	10-28-73
GS-647 Medical Radiology Technician Series Table No. 346	Suffolk County, New York	GS-4 GS-5 GS-6 GS-7	8,638 9,127 9,575 10,301	10,798 11,539 12,266 13,289	240 268 299 332	10-28-73

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GS-600 Medical, Hospital, Dental, and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-647 Medical Radiology Technician Series Table No. 341	Cook County, Illinois (including the city of Chicago)	GS-4	\$7,438	\$9,598	240	10-28-73
GS-649 Inhalation Therapy Technician Table No. 344	New York, New York SMSA Nassau-Suffolk, New York SMSA	GS-4 GS-5	7,918 8,591	10,078 11,003	240 268 299	10-28-73
GS-682 Dental Hygienist Series Table No. 327	Norfolk and Newport News-Hampton, Virginia SMSA's	GS-4 GS-5	7,918 8,859	10,078 11,271	240 268	10-28-73
GS-682 Dental Hygienist Table No. 328	States of California and Nevada	GS-4 GS-5	7,438 8,323	9,598 10,735	240 268	10-28-73
GS-682 Dental Hygienist Series Table No. 338	Denver, Colorado SMSA	GS-4 GS-5	7,918 8,323	10,078 10,735	240 268	10-28-73
GS-682 Dental Hygienist Table No. 347	Columbia, Missouri	GS-4 GS-5 GS-6	8,398 8,859 9,575	10,558 11,271 12,266	240 268 299	10-28-73

Attachment 1 to FPM Letter 530-179 (6)

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GS-000 Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-701 Veterinarian Series Table No. 400	Worldwide	GS-9	\$13,791	\$17,445	\$406	10-1-73
GS-810 Civil Engineer Table No. 413	Dover AFB, Delaware	GS-5 GS-7	10,199 11,297	12,611 14,285	268 332	10-28-73
GS-830 Mechanical Engineer* *(Special rates limited to mechanical engineers engaged in motor vehicle emission control mobile source compliance program and mobile source standards program.) Table No. 412	Ann Arbor, Michigan SMSA	GS-5 GS-7	10,199 11,629	12,611 14,617	268 332	10-28-73
GS-1654 Printing Management Series (Note: Eligibility for these special rates is limited to employees who have at least a Baccalaureate Degree with a major in printing management.) Table No. 725	Nationwide	GS-5	9,127	11,539	268	10-28-73
GS-1710 Teacher (Note: Eligibility for these special rates is limited to employees engaged in teaching students with "special needs" in the school identified.) Table No. 750	Mary G. Zeigler School, Department of Public Welfare, District of Columbia Government, Laurel, Maryland	GS-5	8,591	11,003	268	10-28-73

Attachment to FPM Letter 530-179 (7)

Step Rate Change

Instructions for Converting Employees' Pay
and Reporting Personnel Actions

1. The pay of employees on the rolls will be converted to the new special or regular rate ranges under the provisions of section 304 of Executive Order 11721, and in line with the rules contained in section 530.306 of the Commission's regulations. These provisions assure that no employee shall have his pay reduced because of the downward adjustment or discontinuation of special salary rates. The following illustrates the effect of these provisions:

- a. The new GS-5 special minimum rate for Accountant is lower than the superseded special minimum rate for this grade (Table No. 316). An employee in the first step rate of the superseded GS-5 special rate range and paid \$9,931, immediately before the effective date, and will be placed in the second step of the new special rate range.
- b. The special rates are discontinued at GS-9 for Pharmacist, State of California (Table No. 322). An employee in the 10th step of the discontinued GS-9 special rate range and paid \$16,227 immediately before the effective date, will retain the same pay rate on the effective date, and will be placed in a "saved pay" status. This is because the regular GS-9 maximum rate (tenth step) of \$15,821, is less than the employee's current rate, and no employee's salary may be reduced when special rates are discontinued.

2. Reporting Personnel Actions

- a. When an employee's step rate only is changed because of the elimination or downward adjustment of a special salary rate schedule, the personnel action will be processed as 899 Step-Rate Change. Actions may be reported individually on forms SF 50 or SF 1126 (or equivalent) or, as a mass listing. If a list is used instead of individual forms, FPM Supplement 296-31, table 6, should be consulted in preparing the list form. Table 7 of the same Supplement provided instructions on reporting the actions to the Commission. A reference to FPM Letter No. 530-179 dated October 29, 1973, should be entered under Remarks on the personnel action.
- b. If a special rate schedule is discontinued or reduced and, as a result an employee's existing rate is higher than the maximum rate authorized for his position and grade, the salary rate shown on the "To" side or in the "New Salary" box on the personnel action will be followed parenthetically by the term "Saved Rate". Also a reference should be made under Remarks to "CSC Regulation 530.306".

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GRADE	STATUTORY RANGE									
	(Effective the first day of the first pay period beginning on or after October 1, 1973)									
GS-1	\$ 5,017	\$ 5,184	\$ 5,351	\$ 5,518	\$ 5,685	\$ 5,852	\$ 6,019	\$ 6,186	\$ 6,353	\$ 6,520
GS-2	5,632	5,871	6,060	6,249	6,438	6,627	6,816	7,005	7,194	7,383
GS-3	6,408	6,622	6,836	7,050	7,264	7,478	7,692	7,906	8,120	8,334
GS-4	7,198	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,358
GS-5	8,055	8,323	8,591	8,859	9,127	9,395	9,663	9,931	10,199	10,467
GS-6	8,977	9,276	9,575	9,874	10,173	10,472	10,771	11,070	11,369	11,668
GS-7	9,969	10,301	10,633	10,965	11,297	11,629	11,961	12,293	12,625	12,957
GS-8	11,029	11,397	11,765	12,133	12,501	12,869	13,237	13,605	13,973	14,341
GS-9	12,167	12,573	12,979	13,385	13,791	14,197	14,603	15,009	15,415	15,821
GS-10	13,379	13,825	14,271	14,717	15,163	15,609	16,055	16,501	16,947	17,393
GS-11	14,671	15,160	15,649	16,138	16,627	17,116	17,605	18,094	18,583	19,072
GS-12	17,497	18,080	18,663	19,246	19,829	20,412	20,995	21,578	22,161	22,744
GS-13	20,677	21,366	22,055	22,744	23,433	24,122	24,811	25,500	26,189	26,878
GS-14	24,247	25,055	25,863	26,671	27,479	28,287	29,095	29,903	30,711	31,519
GS-15	28,263	29,205	30,147	31,089	32,031	32,973	33,915	34,857	35,799	36,741

EXTENDED RANGE FOR SPECIAL RATES										Within Grade In- creases	GRADE
\$ 6,687	\$ 6,854	\$ 7,021	7,188	\$ 7,355	\$ 7,522	\$ 7,689	\$ 7,856	\$ 8,023	\$ 167	GS-1	
7,572	7,761	7,950	8,139	8,328	8,517	8,706	8,895	9,084	189	GS-2	
8,548	8,762	8,976	9,190	9,404	9,618	9,832	10,045	10,260	214	GS-3	
9,598	9,838	10,078	10,318	10,558	10,798	11,038	11,278	11,518	240	GS-4	
10,735	11,003	11,271	11,539	11,807	12,075	12,343	12,611	12,879	268	GS-5	
11,967	12,266	12,565	12,864	13,163	13,462	13,761	14,060	14,359	299	GS-6	
13,289	13,621	13,953	14,285	14,617	14,949	15,281	15,613	15,945	332	GS-7	
14,709	15,077	15,445	15,813	16,181	16,549	16,917	17,285	17,653	368	GS-8	
16,227	16,633	17,039	17,445	17,851	18,257	18,663	19,069	19,475	406	GS-9	
17,839	18,285	18,731	19,177	19,623	20,069	20,515	20,961	21,407	446	GS-10	
19,561	20,050	20,539	21,028	21,517	22,006	22,495	22,984	23,473	489	GS-11	
23,327	23,910	24,493	25,076	25,659	26,242	26,825	27,408	27,991	583	GS-12	
27,567	28,256	28,945	29,634	30,323	31,012	31,701	32,390	33,079	689	GS-13	
32,327	33,135	33,943	34,751	35,559	*36,367	*37,175	*37,983	*38,791	808	GS-14	
*37,683	*38,625	*39,567	*40,509	*41,451	*42,393	*43,335	*43,926	*43,926	942	GS-15	

* Rates may not exceed the rate for Executive Level V. As of October 1973, Executive Level V rate was \$36,000.

** Rates may not exceed the regular rate for GS-15.

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